

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1) JOB TITLE: Program Director **DATE FILLED:** 5/8/2017

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Referral	Mitch Dolan	149 Penn Ave Scranton, PA 18503	570-207-9110	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4

2) JOB TITLE: Account Executive # 1 **DATE FILLED:** 7/12/2017

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
	Mari Olshefski	See section G for detail	570-207-8599	
Outreach Organizations				
2 Newspapers:	Rebecca	149 Penn Ave	570-348-9100	
Scranton Times-Tribune	Reynolds	Scranton, PA 18503		
Citizen's Voice				
Station Website – Rock 107	Dave Mehall	149 Penn Ave	570-348-9100	
		Scranton, PA 18503		
Indeed.com	Dave Mehall	149 Penn Ave	570-348-9100	Y
		Scranton, PA 18503		

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 6

3) **JOB TITLE:** Account Executive #2

DATE FILLED: 8/23/17

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Indeed.Com	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	Y
Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Referral	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See section G for detail	(570)207-8599	
Radio Station – WEZX/WEJL/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	(570)207-8599	
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 6

4) **JOB TITLE:** Account Executive #3

DATE FILLED: 11/20/2017

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Station Website – Rock 107	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-207-8599	
Outreach Organizations	Mari Olshefski	See section G for detail	(570)207-8599	
Indeed.Com	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 6

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 22

F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES

Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	
Radio Station Recruitment Ads	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207-8579	
Referral	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207-8599	7
Internship Program	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8568	
Employment/Job Fairs	Mari Olshefski/Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8571	
Career and Job Centers	Mari Olshefski	See Attached List	(570) 207-8599	
CollegeCentral.com and Emails to College and Universities	Internet Posting Site E-mail List Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	
Radio Station Website	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	2
Radio Station – WEZX/WEJL/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	
Indeed.Com	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207-8579	13
TOTAL				22

**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2017—MARCH 31, 2018**

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM (On-Going) (8 students participated during this reporting period from area Colleges and Universities)	THE SCRANTON TIMES L.P.'S INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO BROADCASTING WITH A CONCENTRATION IN PROMOTIONS, PROGRAMMING, PRODUCTION AND SALES.	MARK HOOVER (Promotions Director)
GREAT NORTHEAST JOB FAIR GENETTI MANOR DICKSON CITY, PA OCTOBER 11, 2017	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	NAOMI FRANCESCHINI (Human Resources)

GREAT NORTHEAST JOB FAIR MOHEGAN SUN, WILKES-BARRE, PA MARCH 13, 2018	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	REBECCA REYNOLDS (Classified Manager) NAOMI FRANCESCHINI (HR Generalist)
GREAT NORTHEAST JOB FAIR PENN STATE HAZELTON WILKES-BARRE, PA MAY 17, 2017	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM	REBECCA REYNOLDS (Classified Manager)
KINGS COLLEGE JOB FAIR MARCH 20, 2018	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director)
WILKES UNIVERSITY INTERNSHIP FAIR WILKES-BARRE, PA OCTOBER 19, 2017	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director)
INTERN & CAREER FAIR AT WILKES WILKES UNIVERSITY WILKES-BARRE, PA MARCH 15, 2018	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director)
ADVISORY BOARD MEMBER LUZERNE CO. COMMUNITY COLLEGE NANTICOKE, PA	EMPLOYEE MAINTAINS ADVISORY BOARD POSITION FOR THE SCHOOL OF COMMUNICATIONS AT LUZERNE CO. COMMUNITY COLLEGE. INVOLVED IN DISCUSSIONS CONCERNING BROADCAST INDUSTRY TRENDS AND OPPORTUNITIES FOR STUDENTS IN RADIO BROADCASTING AT TIMES SHAMROCK COMMUNICATIONS.	MARK HOOVER (Promotions Director)
MOUNTAIN VIEW SCHOOL DISTRICT KINGSLEY, PA MARCH 12, 2018	READ TO 1 ST GRADERS AT THE SCHOOL AND SPOKE WITH THEM ABOUT RADIO BROADCASTING CAREERS	PROSPECTOR, ERIC HETSKO (On-air Personality)

OUTREACH ORGANIZATIONS

#	ORGANIZATION/CONTACT	STATE	E-MAIL ADDRESS	PHONE #	DID SHAMROCK CONTACT ORGANIZATION TO REQUEST TO SEND JOB VACANCY INFORMATION?	DID ORGANIZATION CONTACT SHAMROCK TO REQUEST JOB VACANCY INFORMATION?
1	WILKES-BARRE CHAMBER OF COMMERCE/Joe Boylan	PA	joseph.boyland@wilkes-barre.org	570-823-2101	Yes	No
2	EMPLOYMENT OPPORTUNITY & TRAINING CENTER/Tara Carrol	PA	eotc@aol.com	570-348-6484	Yes	No
3	CAREERLINK-WILKES-BARRE/Marla Doddo	PA	marladoddo@lswib.org	570-822-1101	Yes	No
4	CAREERLINK-SCRANTON/Cathy Gerard	PA	c-cgerard@pa.gov	570-963-3110	Yes	No
5	KUTZTOWN UNIVERSITY/Alexis Merton	PA	careers@kutztown.edu	610-683-4077	Yes	No
6	LUZERNE COUNTY COMMUNITY COLLEGE/Jane Kaczmarczyk	PA	Jkaczmarczyk@luzerne.edu	570-740-0450	Yes	No
7	WILKES UNIVERSITY/Camille Kaschak	PA	careers@wilkes.edu	570-408-4060	Yes	No
8	KING'S COLLEGE/Kelly Gibbons	PA	monarchjob@kings.edu	570-208-5874	Yes	No
9	MARYWOOD UNIVERSITY/Allison McHale	PA	careerservices@marywood.edu	570-348-6247	Yes	No
10	UNIVERSITY OF SCRANTON/Tracy Muth	PA	careers@scranton.edu	570-941-7640	Yes	No
11	EAST STROUDSBURG UNIVERSITY/Melinda Rosen	PA	careerdevelopment@esu.edu	570-422-3219	Yes	No
12	SCRANTON CHAMBER OF COMMERCE/Kristine Augustine	PA	kaugustine@scrantonchamber.com	570-342-7711	Yes	No

The following colleges post jobs on www.collegecentral.com

KEYSTONE COLLEGE
KING'S COLLEGE
MISERICORDIA UNIVERSITY
WILKES UNIVERSITY

PENN STATE UNIVERSITY MULTIPLE CAMPUSES – Nittany Lion Recruiting

On-line Recruiting reaching Penn State campuses in:

Altoona, Beaver, Behrend-Erie, Berks, Delaware County, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, McKeesport, Schuylkill, University Park, Wilkes-Barre, Worthington Scranton, York